



# Oakfield Primary School School uniform policy

## 2023-2024

<b>Written by:</b>	Heather Farrell	<b>Date:</b> September 2022
<b>Last reviewed on:</b>	August 2023	
<b>Next review due by:</b>	September 2024	

# 1. Aims

This policy aims to:

- › Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- › Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- › Clarify our expectations for school uniform

# 2. Our school's legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- › Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- › Make sure that our uniform costs the same for all pupils
- › Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- › Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- › Allow pupils to request changes to swimwear for religious reasons
- › Allow pupils to wear headscarves and other religious or cultural symbols
- › Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs Herbert (Pastoral Manager) who can answer questions about the policy and respond to any requests

# 3. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price.

We will make sure our uniform:

- ✓ Is available at a reasonable cost
- ✓ Provides the best value for money for parents/carers

We will do this by:

- › Carefully considering whether any items with distinctive characteristics are necessary
- › Limiting any items with distinctive characteristics where possible
- › Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties

- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## 4. Expectations for school uniform

### 4.1 Our school's uniform

Our school uniform is as follows:

- Grey or black skirt, pinafore or school trousers
- White shirt, blouse or polo shirt
- Red cardigan, sweatshirt or jumper
- Red and white gingham dress (summer)
- Black shoes

Children should wear comfortable **black flat** shoes (**not** trainers). Children must not wear shoes with any type of high heel. If shoes have laces, we ask that parents/carers ensure that children are able to tie and untie them independently.

Hair should be moderately styled, with no extreme colours or shaven etchings. Parents/carers will be asked to rectify any unacceptable hair styling as quickly as possible. Long hair should be tied back neatly in a ponytail or plait. Make up and nail varnish must not be worn.

Our PE uniform is as follows:

- pumps or trainers
- plain black shorts
- white tee-shirt or white polo shirt
- black jogging or tracksuit trousers (in colder weather)
- a red hoody for outdoor sports.

When accessing swimming lessons, kit is as follows:

- either a full swimming, one-piece swimming costume or a pair of swimming trunks (not loose-fitting shorts)
- swimming cap (long hair only)

In the interests of safety, we ask that no jewellery, other than a simple wrist watch and no earrings with the exception of simple ear studs, be worn at school. Children are not permitted to wear smartwatches in school. Jewellery, including earrings, must **NOT** be worn for PE lessons because of the potential dangers of such items when engaged in physical activity. Earrings should be removed at home on a PE day, or children must be able to remove them independently. Staff are not permitted to remove earrings. Taping of earrings is not permitted.

## 4.2 Where to purchase it

Sweatshirts, tee shirts, polo shirts, hoodies and fleeces branded with the school logo can be purchased at Kids Stop, 49 Market Street, Hyde or at [www.kids-stop.co.uk](http://www.kids-stop.co.uk)

There is no expectation that parents/carers buy any branded items for their child, but we do expect that all uniform is of the colours previously stated.

## 5. Expectations for our school community

### 5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact the headteacher, Mrs Heather Farrell, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact the headteacher, Mrs Heather Farrell, if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- › Resolved locally
- › Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

### **5.3 Staff**

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation is not rectified.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

## **6 Monitoring and Review**

The Senior Leadership will review this policy and make sure that it:

- › Is appropriate for our school's context
- › Is implemented fairly across the school
- › Takes into account the views of parents and pupils
- › Offers a uniform that is appropriate, practical and safe for all pupils

We will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

This policy will be reviewed every five years by the headteacher, Mrs Heather Farrell.

## **7 Links to other policies**

This policy is linked to our:

- › Behaviour policy
- › Equality information and objectives statement
- › Anti-bullying policy
- › Complaints policy